

Promoting Independence and Integration in Employment:

Job Support Fading

Employment is an integral activity in accomplishing community integration. Employment increases an individual's confidence, esteem, determination and identity. Title II of the Americans with Disabilities Act assured employment as a civil right for all individuals. Subsequent legal decisions and decrees have reinforced the right and responsibility of employment options and opportunities that accommodate an employee's disability while creating typical work setting and environment. In creating a typical work setting, the development of natural supports, integration and autonomy is essential in the provision of individualized services.

The following indicators are typical evidenced based factors evaluated to assist in determining individualized services. These indicators must be evaluated and documented on a regularly scheduled interval to insure appropriate support and integration are being promoted.

- Does the employer understand the role of the staff providing workplace supports, the employer's responsibility with implementing natural supports and has a transition plan been developed with their input?

Action Steps:

- Does the employee understand his/her duties and responsibilities?

Action Steps:

- Can the employee perform job duties at the level of expectation of the employer?

Action Steps:

- Is the employer skilled to support the employee?

Action Steps:

- Is there a plan to support the new employee when the primary supervisor is unavailable?

Action Steps:

- Is the employee utilizing natural supports and compensation strategies (checklist, picture list, timer, etc...)?

Action Steps:

- Does the employee understand and demonstrate the business' policy and procedures?

Action Steps:

- Does the employee demonstrate the desire and ability to continue working at the level that meets the employer's expectations?

Action Steps:

- Does the employer demonstrate a commitment to provide necessary support to the employee?

Action Steps:

- Has the employee adjusted to the work culture?

Action Steps:

- Is the employee accepted by co-workers?

Action Steps:

- Has the employer provided input and is in agreement on how to implement ongoing supports and accommodations?

Action Steps:

- Does the employer know how to access additional supports and assistance, if necessary?

Action Steps: